The Reserve Component

Total Force Integration

FMS Total Force Integration

DIRECTOR
LTC Niblett-Bethel

IMA INSTRUCTORS/WRITERS
- MAJ Williams (FMCCC P3 INST
- MAJ Slagle (FMCCC P1 INSTR
- CPT McKinney (SPC PROJ Lea
- 1LT Hamilton (TNG DEV)
- 1LT Grey (SPC PROJ Officers)
- SFC Baker (SPC PROJ Enliste

TFI NCOIC
MSG FerrandJohnson

TDA

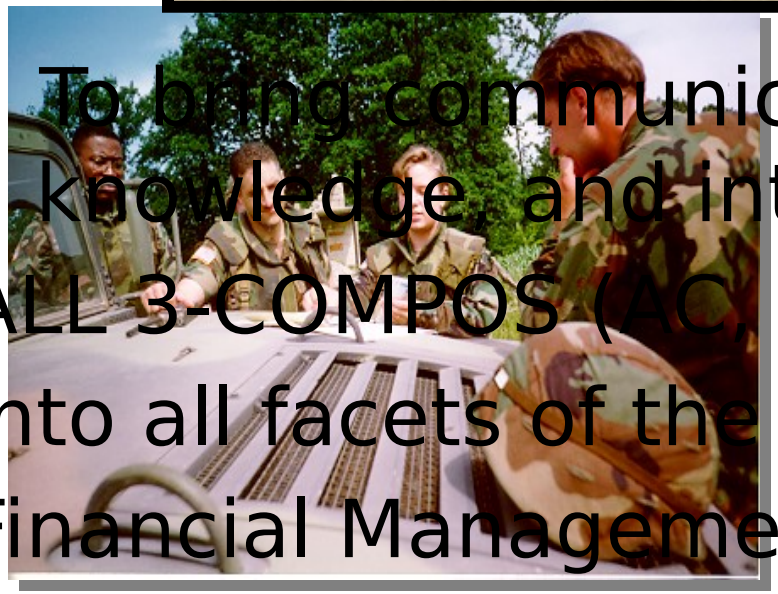
6 - Officers
2 - NCOs

MISSION

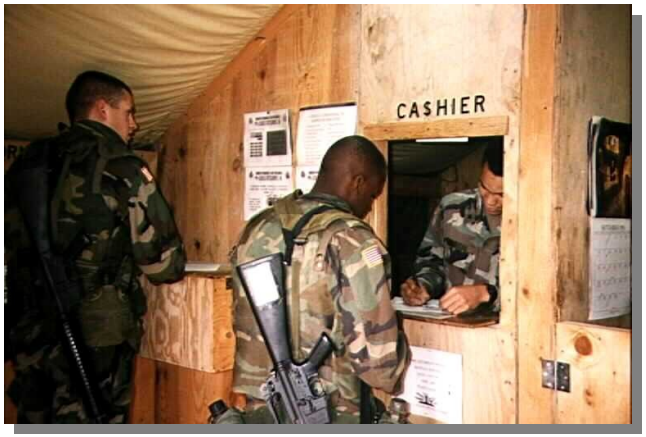
Liaison Division for the Active/Reserve Components
with the Army School System Personnel Services Training Centers
and the Financial Management School.

Our daily mission is to communicate and coordinate with RC Leadership, RC FM Community and RC School Commands; conduct site visits; identify and support RC training requirements; engage in training and doctrine development; conduct professional development training; conduct assessment and accreditation reviews; process instructor certifications and waivers; validate updated courseware; and conduct officer / enlisted task review panels.

INTENT



To bring communication, cooperation, knowledge, and integration of ALL 3-COMPOS (AC, USAR & ARNG) into all facets of the Financial Management Arena.



TOTAL FORCE INTEGRATION

- Active Component reducing from 547,400

450,000 by FY 2015

420,000 by FY 2019

- Integration of Active and Reserve forces is critical to the future of the Army

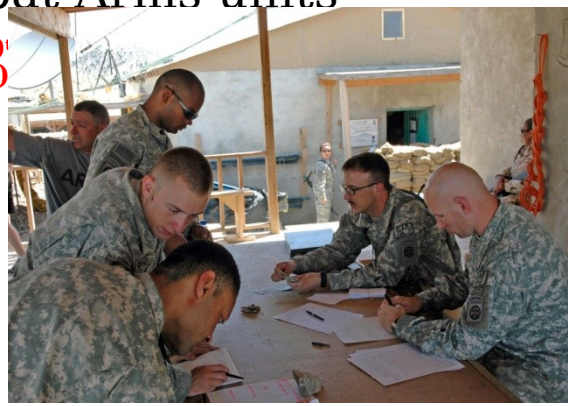
ARNG vs. USAR

ARNG

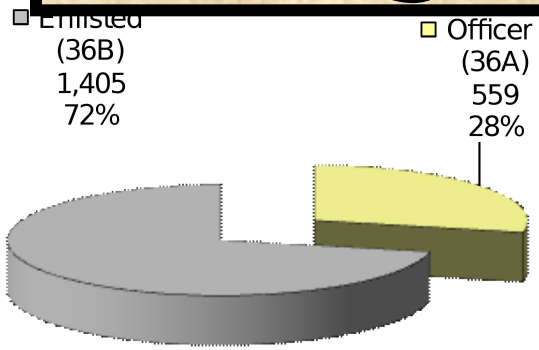
- Citizen Soldiers
- 358,200 Authorized End Strength
- State (Title 32) & **Federal (Title 10)**
- State Governor has C2 (not NGB)
- **Federalized** by the

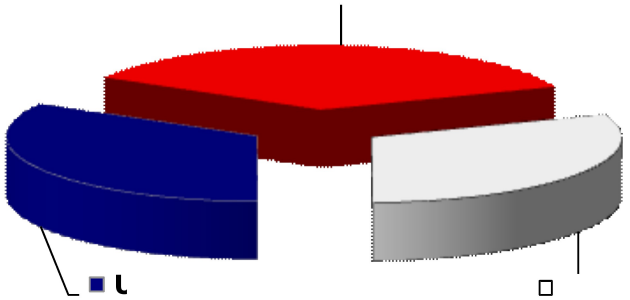
USAR

- Citizen Soldiers
- 205,000 Authorized End Strength
- Federal (Title 10 Force)
- OCAR has C2
- State emergencies **only** if **Federal** order
- No Combat Arms units



Financial Management



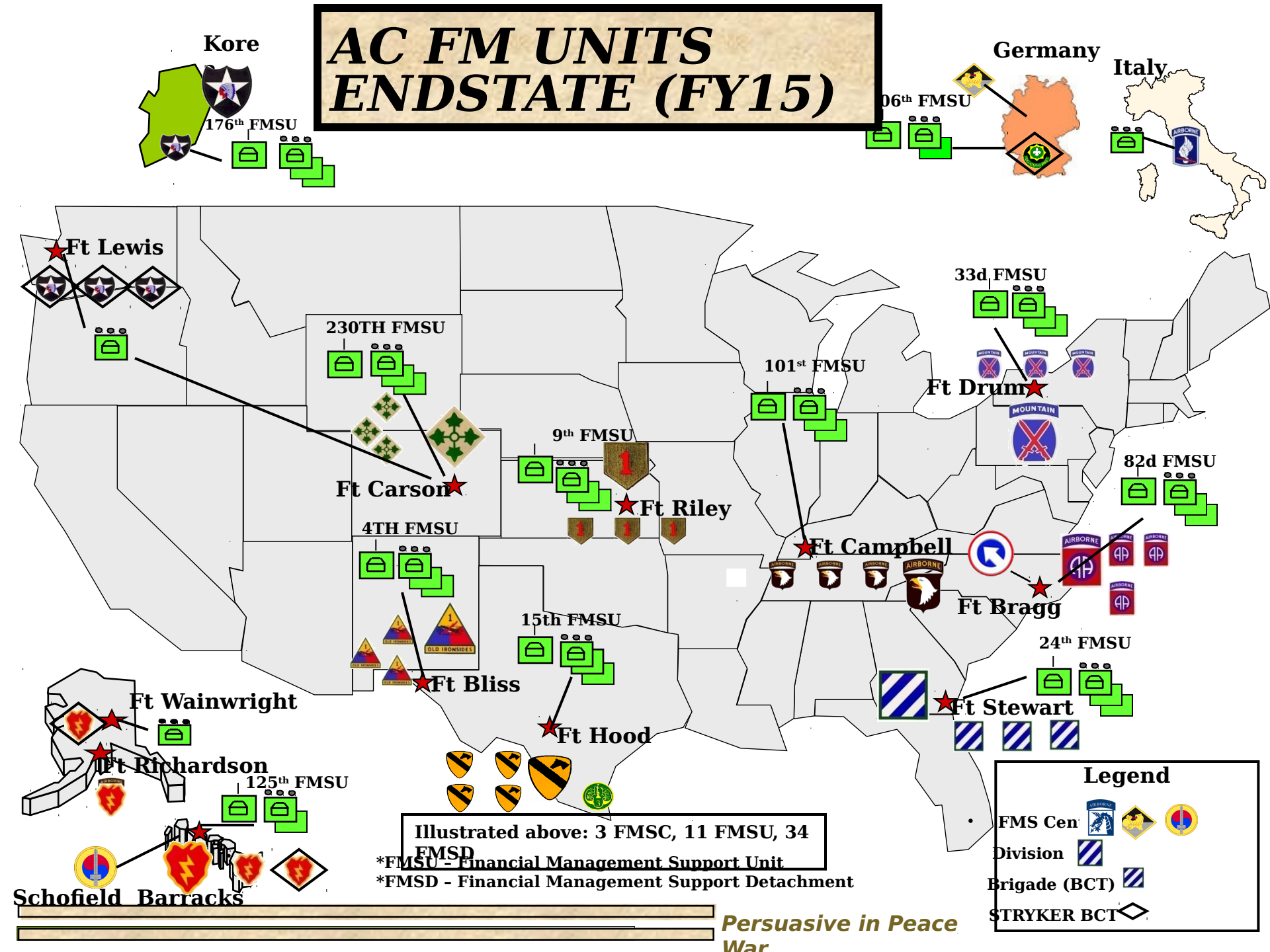


FY 2013 AUTHORIZATIONS				
AOC / MOS	ACTIVE	ARNG	USAR	TOTALS
Officers (36A)	559	384	369	1312
Enlisted (36B)	1,405	1,296	1,459	4160
TOTALS	1964	1680	1828	5472

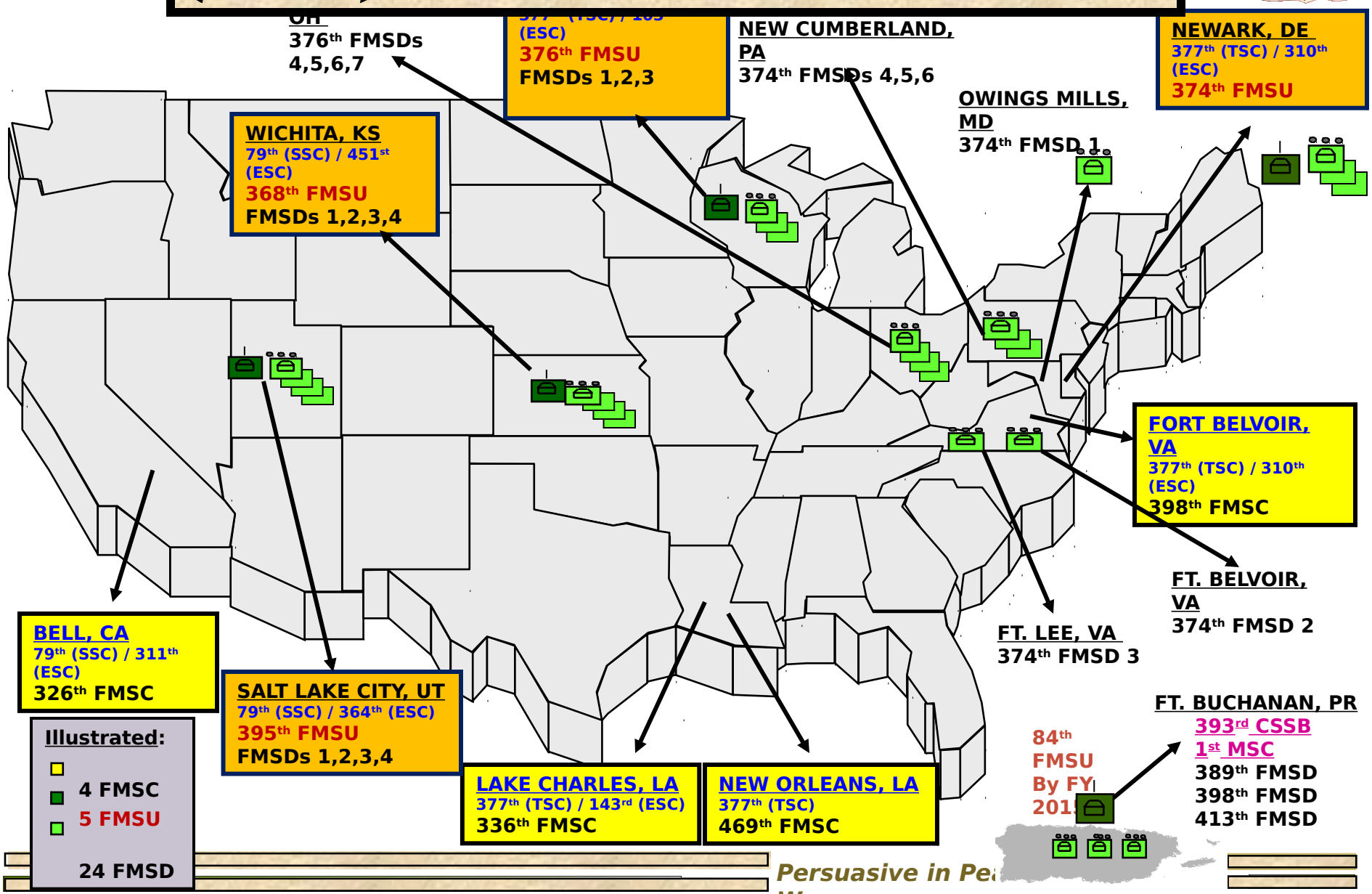
SOURCE: FMS WEB JULY 25, 2013

64% of Structure in the RC

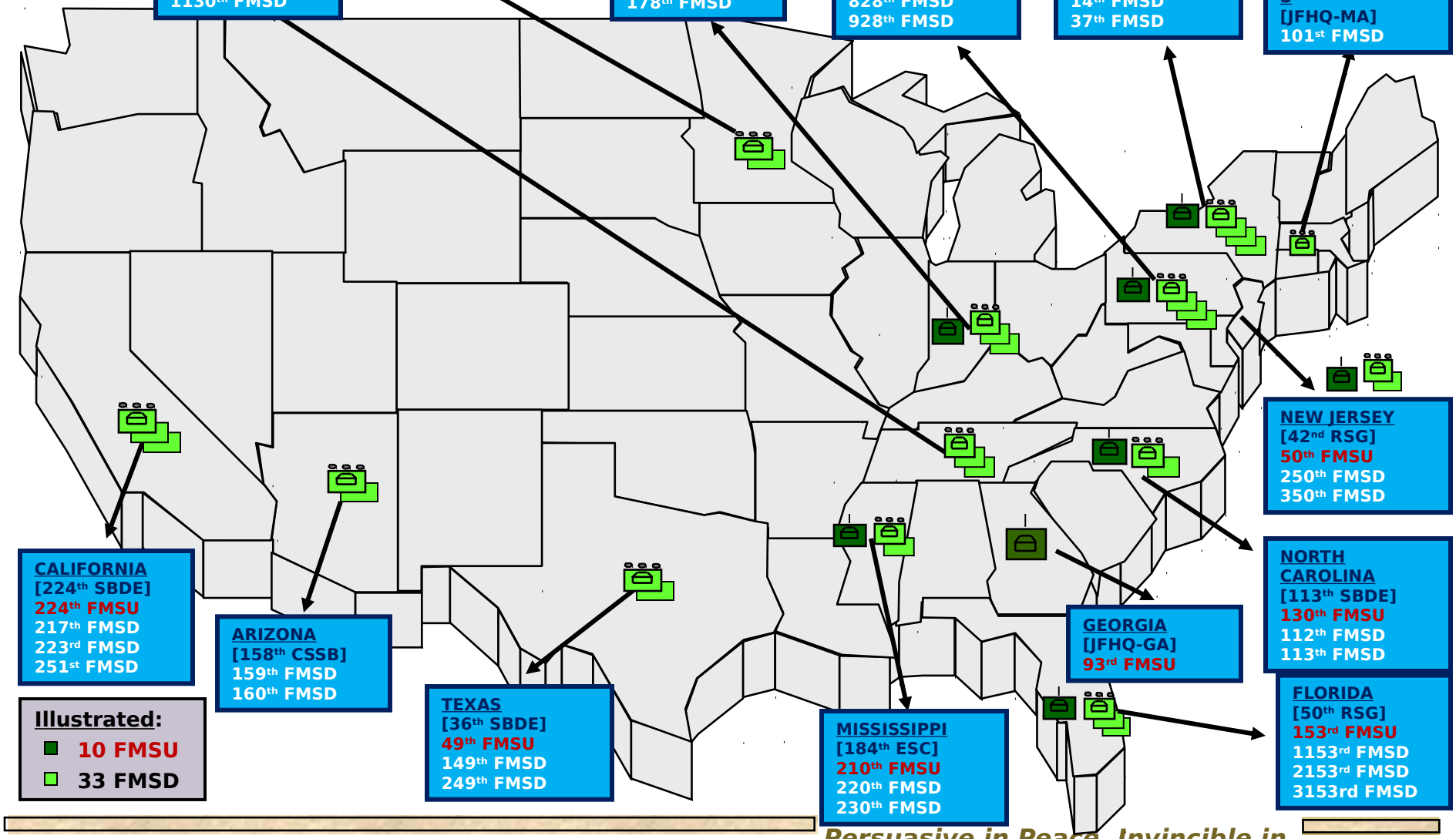
½ of 1% of the Army Structure


AC FM UNITS
ENDSTATE (FY15)
Kore
176th FMSU
Germany
06th FMSU
Italy
Ft Lewis
230TH FMSU
Ft Carson
9th FMSU
Ft Riley
4TH FMSU
Ft Bliss
15th FMSU
Ft Hood
101st FMSU
Ft Campbell
33d FMSU
Ft Drum
82d FMSU
Ft Bragg
24th FMSU
Ft Stewart
Ft Wainwright
Ft Richardson
125th FMSU
Schofield Barracks
Illustrated above: 3 FMSC, 11 FMSU, 34 FMSD
*FMSU – Financial Management Support Unit
*FMSD – Financial Management Support Detachment
Legend
FMS Cen
Division
Brigade (BCT)
STRYKER BCT
Persuasive in Peace
War

USAR FM UNITS ENDSTATE (FY15)



ARNG FM UNITS ENDSTATE (FY15)



TENNESSEE
[194th ENGR BDE]
1128th FMSD
1129th FMSD
1130th FMSD

MINNESOTA
[347th RSG]
147th FMSD
247th FMSD

INDIANA
[38th SBDE]
138th FMSU
176th FMSD
177th FMSD
178th FMSD

PENNSYLVANIA
[JFHQ-PA]
28th FMSU
528th FMSD
628th FMSD
828th FMSD
928th FMSD

NEW YORK
[369th SBDE]
27th FMSU
4th FMSD
7th FMSD
14th FMSD
37th FMSD

MASSACHUSETTS
[JFHQ-MA]
101st FMSD

NEW JERSEY
[42nd RSG]
50th FMSU
250th FMSD
350th FMSD

NORTH CAROLINA
[113th SBDE]
130th FMSU
112th FMSD
113th FMSD

FLORIDA
[50th RSG]
153rd FMSU
1153rd FMSD
2153rd FMSD
3153rd FMSD

GEORGIA
[JFHQ-GA]
93rd FMSU

MISSISSIPPI
[184th ESC]
210th FMSU
220th FMSD
230th FMSD

TEXAS
[36th SBDE]
49th FMSU
149th FMSD
249th FMSD

ARIZONA
[158th CSSB]
159th FMSD
160th FMSD

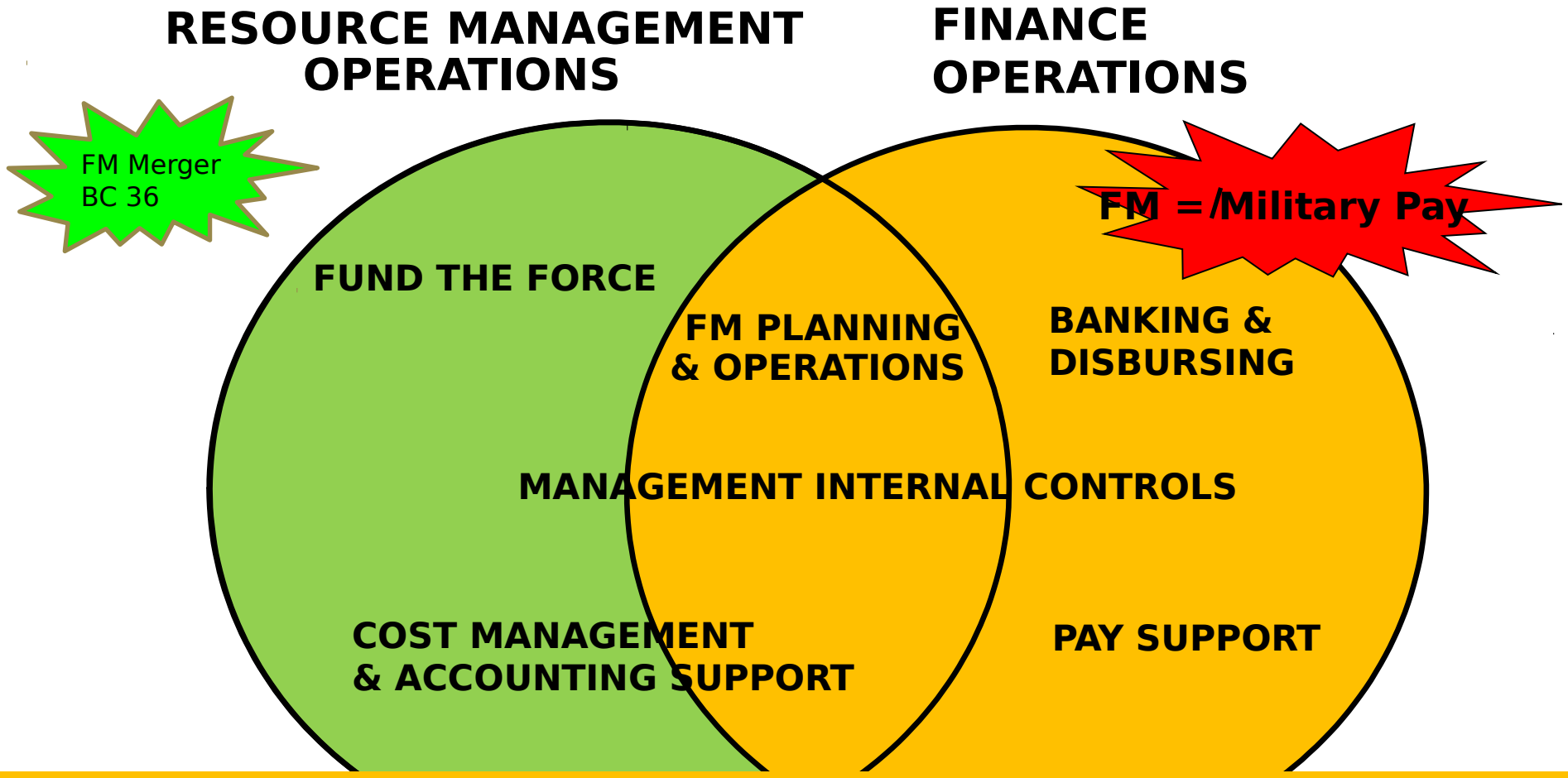
CALIFORNIA
[224th SBDE]
224th FMSU
217th FMSD
223rd FMSD
251st FMSD

Illustrated:
- 10 FMSU
- 33 FMSD

Persuasive in Peace, Invincible in War

FM Core Capabilities

The Multi-Functional Financial Management Leader



"Our FM Soldiers should experience at least one job in each of our 2 Core Functions...then pursue their passion" ***- MG***

Phillip E. McGhee

Director, Army Budget

Reserve Component Training

Annual Training (AT)

TPU/DIMA or M-day requirement of two weeks per year

Inactive Duty Training (IDT)

TPU or M-Day requirement of two days per month

(4 battle assemblies per month x 12 = 48 Active Duty Training (ADT) equivalent to 24/8 Active Duty per year)

Active Duty Training (ADT)

Active Duty to attend schools with no limitation on number of days

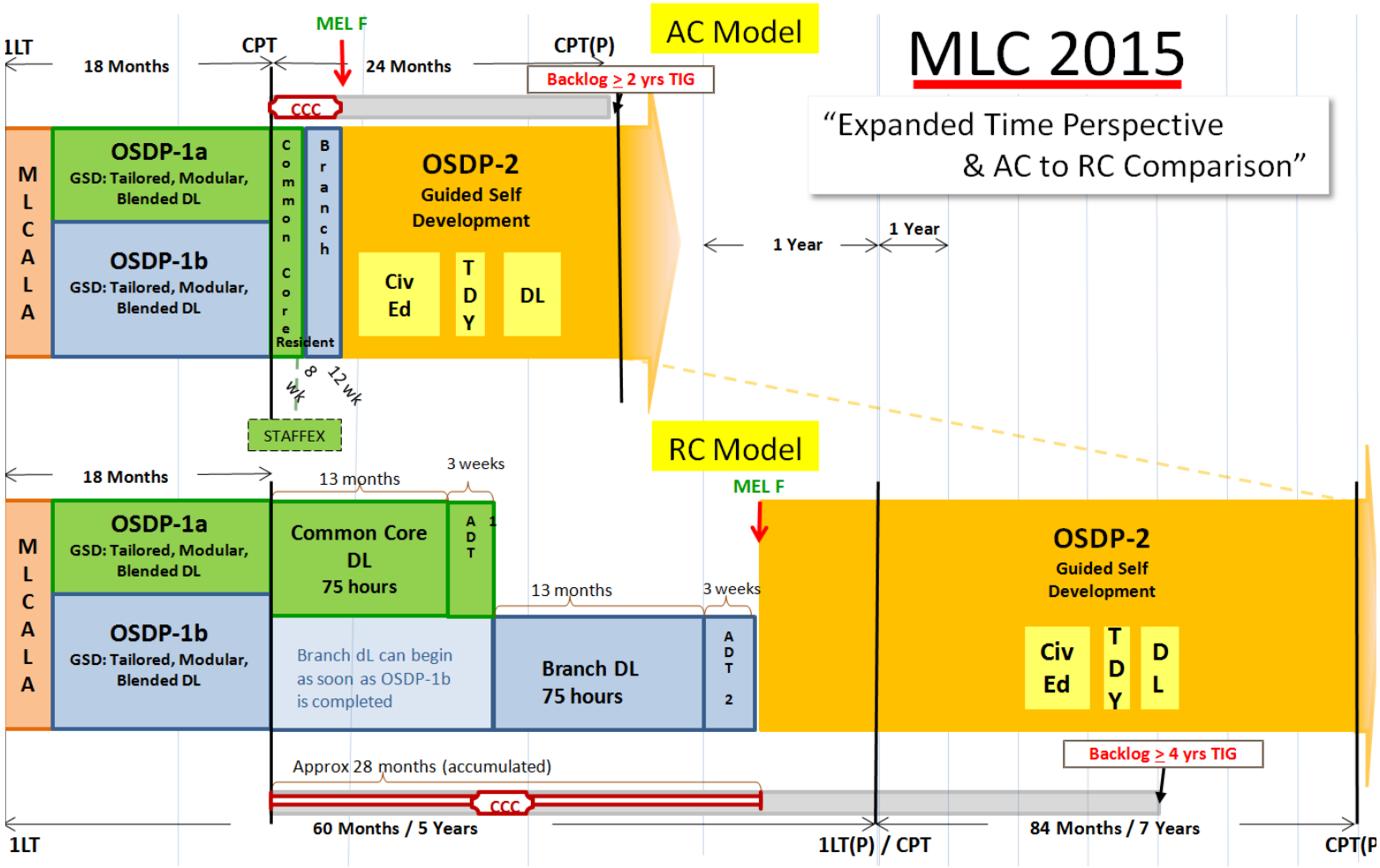
Active Duty for Operational Support (ADOS)

Active Duty to conduct special projects for an organization

Active Guard and Reserve (AGR)

Full time Active Duty to support the Reserve Component (organize, administer, recruit, instruct, and train)

Future Captains Career Course

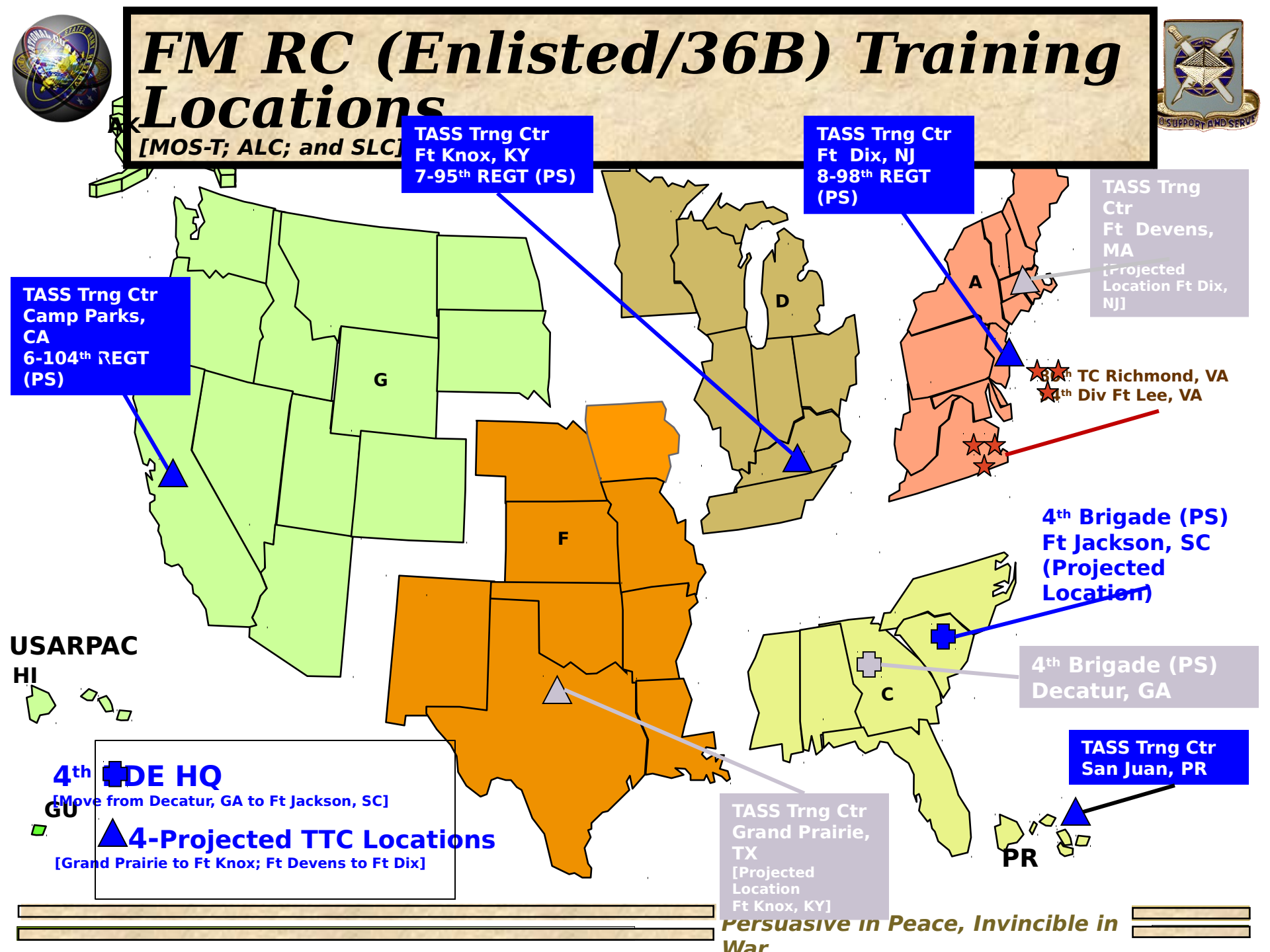


Maximum Time in Grade (TIG) for promotion

- Mid-Grade Learning Continuum (MLC)
- Officer Self Development Program (OSDP)
- Mid-Grade Learning Continuum Army Learning Assessment (MLCALA)
- Guided Self Development (GSD)

FM RC (Enlisted/36B) Training Locations

[MOS-T; ALC; and SLC]



Persuasive in Peace, Invincible in War

FINANCIAL MANAGEMENT WARFIGHTER TRAINING SUPPORT PACKAGES (WTSPs)

- ✓ Conduct Disbursing Operations
- ✓ Conduct Commercial Vendor Services
- ✓ Conduct Internal Control Operations
- ✓ Plan Financial Support for Theater Operations
- ✓ Establish Theater Financial Support
- ✓ Conduct Resource Management Operations
- ✓ Perform Automated Financial Operations
- ✓ Provide Technical Guidance to FM Elements
- ✓ Execute Management Internal Control
- ✓ Provide Funding Support to Financial Elements

FM UNIT SUSTAINMENT TRAINING - EXERCISE -

DIAM
Integrated into the Combat Support Training Ex

Carving out more time…realistic training…

- **Two week FM Exercise conducted annually at Fort McCoy, Wisconsin**
- **U.S. Army Reserve Command initiative with the purpose of enhancing technical readiness of deploying FM AC and RC units**
  - ALL FM components participate (AC/USAR/ARNG)
  - 10 day STX concentrating on Finance Operations at the FMSU & FMDET levels
  - AC, USAR & ARNG Instructors and Observer/Controllers
  - FMSCs rotate each year to host the exercise
  - DS-14 FMSC Host: 398th FMSC (Fort Belvoir, VA) **[3-16 May 2014]**

- **Focus on FM Legacy to GFEBS through a "Walk / Run" then GFEBS "Crawl"**

RC UNITS - MOBILIZATION TRAINING

Deployment Training Platform Fort Dix, New Jersey

- Pre-Mobilization training tailored to unit based on MOB schedule and deployment location
- Executed by USAFMCOM
- **All RC Units Must Attend !!!**

- **Focus on Finance Operations; Internal Control; Military Pay; Resource Management; Army Banking Program; Deployable Disbursing System (DDS); Eagle Cash Card/Paper Check Conversion (ECC/PCC); Stored Value Card (SVC); Military Pay; FM Tactical Platform (FMTP); Commercial Vendor Services (CVS); Computerized Accounts Payable System - Windows (CAPS-W)**

RC APL Selection Board Promotion Zones

ARMY RESERVE (ONLY)

TO CPT:	NOV 2013 BOARD	DOR	1 AUG 11 - 31 JAN 12
	NOV 2014 BOARD	DOR	1 AUG 12 - 31 JAN 13
	NOV 2015 BOARD	DOR	1 AUG 13 - 31 JAN 14

ARMY RESERVE and ARMY NATIONAL GUARD

TO MAJ:	MAR 2013 BOARD	DOR	1 SEP 06 - 31 AUG 07
	MAR 2014 BOARD	DOR	1 SEP 07 - 31 AUG 08
	MAR 2015 BOARD	DOR	1 SEP 08 - 31 AUG 09
TO LTC:	JAN 2013 BOARD	DOR	1 APR 07 - 31 MAR 08
	JAN 2014 BOARD	DOR	1 APR 08 - 31 MAR 09
	JAN 2015 BOARD	DOR	1 APR 09 - 31 MAR 10

Comptroller Proponency Training Opportunities

- **Army Comptroller Course (ACC) - *Syracuse, NY* 4 weeks / *CPT & above***
- **Defense Comptrollership Program - *Syracuse, NY* *14 months / CPT & MAJ***
  (Receive a Masters in Business Administration & Executive MA in Public Administration)
- **Financial Management 101 (FM 101) - *Syracuse, NY* 11 days / *CPT & above***
- **Executive Comptroller Course (ECC) - *Syracuse, NY* 3.5 weeks / *MAJ & above***
- **Defense Financial Management Course (DFMC) - *Maxwell AFB, AL* 4 weeks / *MAJ & above***
- **Defense Decision Support Course (DDSC) - *Maxwell AFB, AL* 5 days / *MAJ & above***

Career Progression

- **Accounts Payable Administration Course – *Fort Jackson, SC***
  Distributed Learning

- **Disbursing Operations – *Fort Jackson, SC***
  Distributed Learning

- **Planning, Programming, Budgeting & Execution Course (PPBES)**
  Distributed Learning or 2 weeks

- **Resource Management Budget Course (RMBC)** ***Distributed Learning***

- **Resource Management Tactical Course (RMTC)** ***Distributed Learning***

- **Principles of Cost Analysis & Management (PCAM) – *Fort Jackson, SC*** ***3 weeks***

- **Intermediate Cost Accounting & Management (ICAM) – *Fort Jackson, SC*** ***3 weeks***

- **Deployed Operations Resource Management Course (DORMC) – *Fort Jackson, SC*** ***2 weeks***

- **GFEBS Cost Management – *Fort Jackson, SC*** ***2 weeks***

- **GFEBS Financials – *Fort Jackson, SC*** ***2 weeks***

Information on FAQs

- AC is looking for CPTs and MAJs – Academic Disciplines: Science, Technology, Engineering and Math. (Re: MILPER Message 12-348: Call to Active Duty (CAD) Regular Army Program)

- CPTs can apply to go **AGR**. Go to HRC website / Fill out application / must have completed a Captains Career Course.
  - ✓ **USAR**: Check with HRC – Reserve **(WWW.HRC.ARMY.MIL)**

  - ✓ **ARNG**: Two programs – State or Federal
    - For state check with your State
    - For federal check with **SGM Pretlow:**

    hassana.e.pretlow.mil@mail.mil - If applying for Reserve Program, must have a conditional release from The Adjutant General (TAG).

- **Deployment/Tour Opportunities:**
  - ✓ **USAR:** WWW.HRC.ARMY.MIL > "Continuum of Service" > "IRR/SELRES Tours" > "Current Tour/Training Opportunities Less than 179 days" > "Commissioned Officers"

  - ✓ **TOUR OF DUTY:** https://mobcop.army.mil/tod/default_new.aspx#

  - ✓ **ARNG:** GKO > "Army Guard" > "G3" > "Readiness Division (NGBARR)" > Current Ops

Career Progression Advice

- **Take advantage of the Army-wide Fellowships and Training with Industry (TWI) Programs**
- **Focus on potential 3-5 years out (promotions, command, school & assignments)**
- **Convey to your Senior Rater your potential for key positions/command for key boards**
- **<u>RC Officers can receive credit for ILE</u> by attending the resident Marine Corps, Navy or Air Force CGSC and the Western Hemisphere Institute for Security Cooperation (taught in Spanish)**
- **ROTC APMS (Assistant Professor of Military Science) CPT / MAJ / LTC**

Career Progression Advice (cont)

- **Ensure your ORB is correct/updated**
- **Your photo should be at least 6 months current**
- **Wear the new Army Service Uniform (ASU) for your photo**
- **Verify that all of your supporting documents are in your iPERMS file**
- **Ensure your awards and decorations represented in your photo, ORB and OMPF all are in sync.**

QUESTIONS ??

LTC Niblett-Bethel
Jimmie.L.Niblett-Bethel.mil@mail.mil
(803) 751-8637 or DSN: 734-8637

FM Branch Points of Contact

Branch Ch
LTC Michael Greenberg, 502-613-6195
(DSN: 983-6195)
Email: **Michael.H.Greenberg.mil@mail.mil**

AGR Assignment Officer (2LT thru LTC):
MAJ Sheila Coker, 502-613-6194
(DSN: 983-6194)
Email: **Sheila.L.Coker.mil@mail.mil**

AC Company Grade Assignment Officer:
CPT Josie Shaheen, 502-613-6196
(DSN: 983-6196)
Email: **Josie.E.Shaheen.mil@mail.mil**

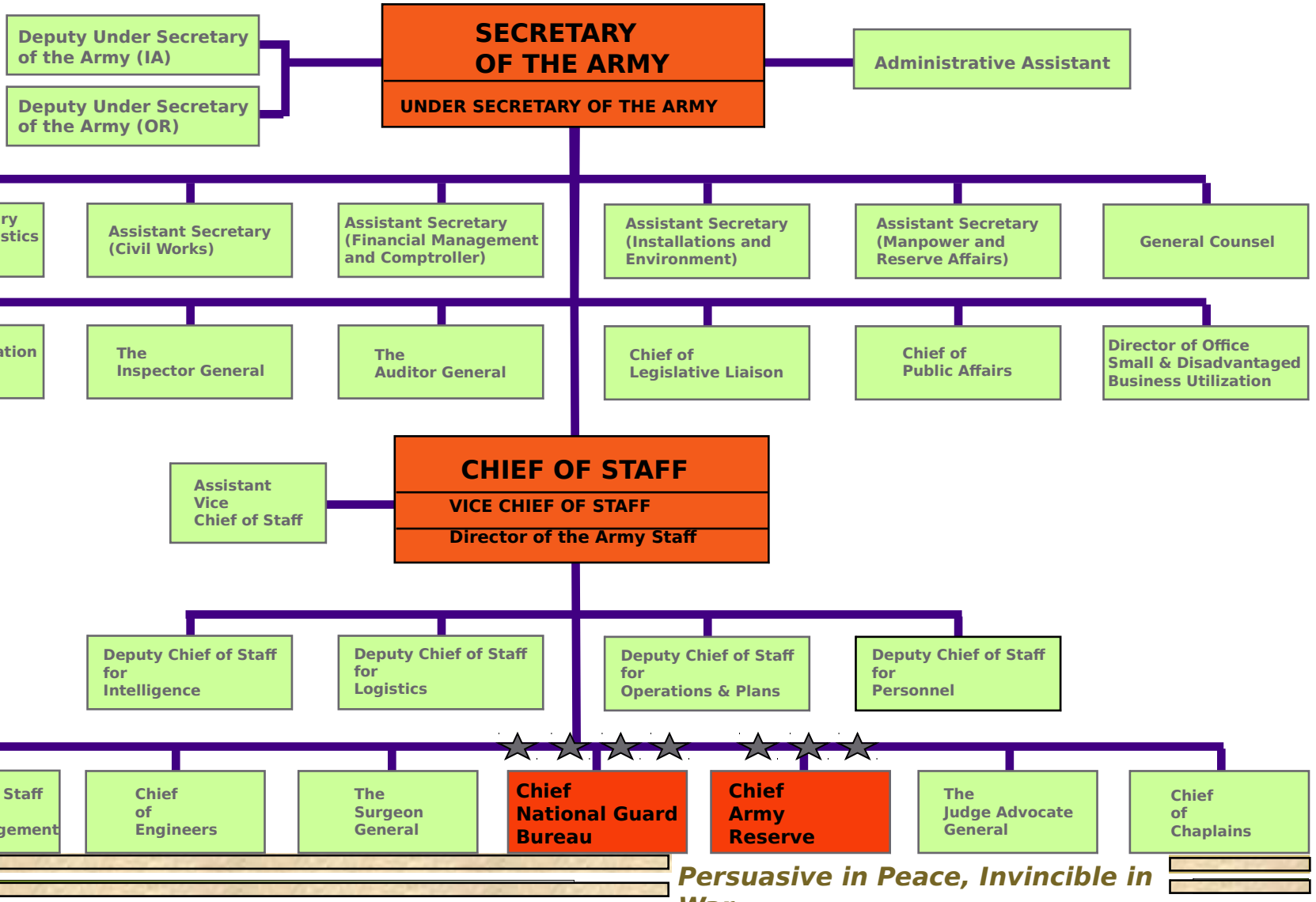
TPU Assignment Officer (2LT thru LTC)
MAJ Melissa Augustine, 404-469-4843
or 404-668-7055
Email:
Melissa.A.Augustine.mil@mail.mil

IRR/IMA Management Officer
CPT DeMoulh Dudley, 502-613-6233
(DSN: 983-6233)
Email: **DeMoulh.F.Dudley2.mil@mail.mil**

HR Specialist AC/AGR
Ms. Alissa Walton, 502-613-6197
(DSN: 983-6197)
Email: **Alissa.Walton.civ@mail.mil**

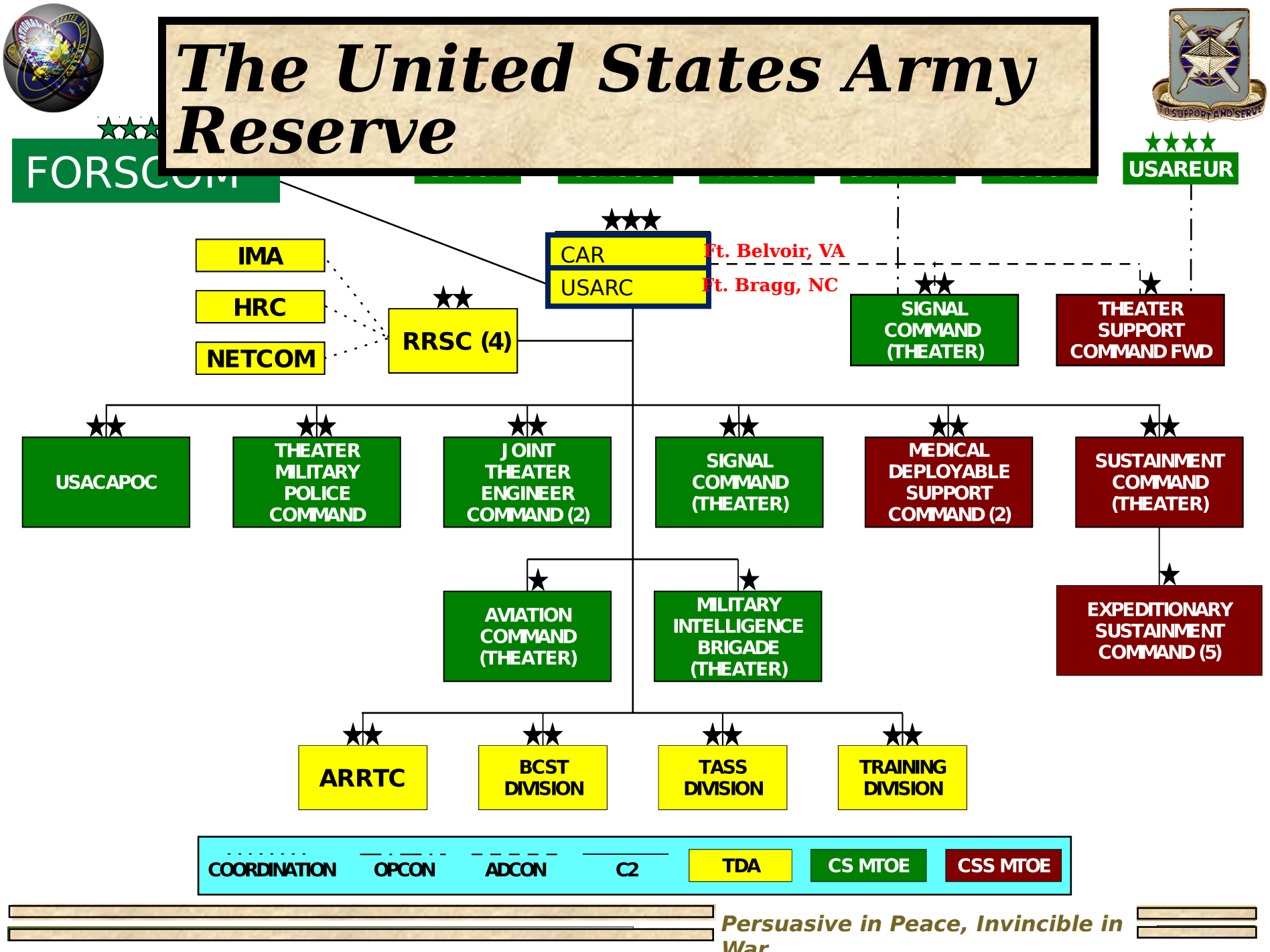
Back Up Slides

Headquarters Department of the Army


SECRETARY OF THE ARMY
UNDER SECRETARY OF THE ARMY
Deputy Under Secretary of the Army (IA)
Deputy Under Secretary of the Army (OR)
Administrative Assistant
Assistant Secretary (Acquisition, Logistics and Technology)
Assistant Secretary (Civil Works)
Assistant Secretary (Financial Management and Comptroller)
Assistant Secretary (Installations and Environment)
Assistant Secretary (Manpower and Reserve Affairs)
General Counsel
Director of Information Systems for C4
The Inspector General
The Auditor General
Chief of Legislative Liaison
Chief of Public Affairs
Director of Office Small & Disadvantaged Business Utilization
CHIEF OF STAFF
VICE CHIEF OF STAFF
Director of the Army Staff
Assistant Vice Chief of Staff
Deputy Chief of Staff for Intelligence
Deputy Chief of Staff for Logistics
Deputy Chief of Staff for Operations & Plans
Deputy Chief of Staff for Personnel
Assistant Chief of Staff for Installation Management
Chief of Engineers
The Surgeon General
Chief National Guard Bureau
Chief Army Reserve
The Judge Advocate General
Chief of Chaplains

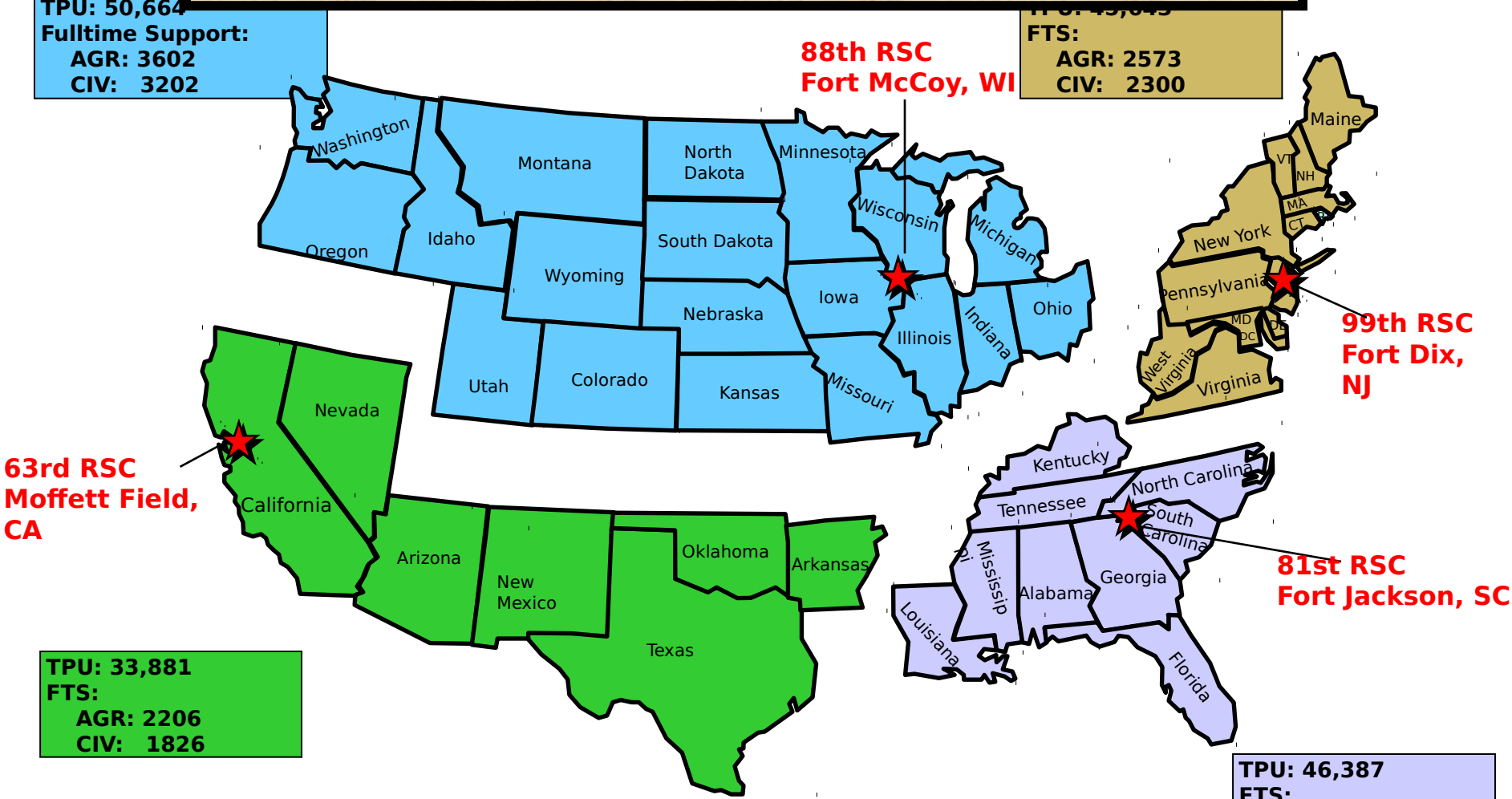
Persuasive in Peace, Invincible in War

The United States Army Reserve



Persuasive in Peace, Invincible in War

USAR Regional Support Commands



RC UNIT SUSTAINMENT TRAINING
- HOME STATION -

- The FM WTSPs provide FM units with training materials to conduct collective training within a garrison or local field environment on the FM collective tasks. These packages contain all necessary training materials to prepare FM units to accomplish their FM mission.

  - Need AKO Username and Password or Login via your CAC.
  - Will need access to the SSI SharePoint.
  - If you do not have access to the SSI SHAREPOINT, a pop-up will notify you of what to do.
  - The SSI SharePoint access should be granted within 24-hrs.

- The WTSPs are available in the Army Training Network (ATN) at **https://atn.army.mil** (click on: Product > Collective Training > Warfighter Training Support Package (WF TSP)).

Financial Management Officer Lifecycle Development & Utilization Model

Years	0 - - - - - - ¦ - - - - - - 5 - - - - - - ¦ - - - - - - 10 - - - - - ¦ - - - - - 15 - - - - - ¦ - - - - - 20 - - - - - ¦ - - - - 25				
Rank	LT	CPT	MAJ	LTC	COL
Professional Military Education	BOLC	CCC FMTC	ILE	SSC	
Additional Training	• Fiscal Law • Account Payable Admin Course dL • CERP dL • PCAM • Contracting Officers Representative dL • Disbursing Ops Course dL	• RM Budget Course dL • JCS Internship • Army Comptroller Course • RM Tactical Course dL • ICAM • Deployed Operations Resource Management Course • Banking Officer Course • PPBES • Support Operations Course	• Defense Comptrollership Program • Training With Industry • Executive Comptroller Course • Army Congressional Fellowship • Defense Financial Management Course • Security Assistance Course • EDFMT	• Defense Decision Support Course • Cost Management Certificate Course • Arroyo Center Fellowship • Senior RM Course • CFO Academy	• Senior RM Course • CFO Academy • Cost Management Certificate Course
Developmental & Utilization Assignments	**Key Developmental Assignments**				
	• Disbursing Officer –FM Detachment –FM Company	• FM Detachment CDR • Company CDR (01A)	• FM Company Cdr • Deputy Division G8 • SBDE FM SPO • Separate BDE/ESC G8 • Bn XO • Transition Team Member	• Division / 2-Star CMD G8 • BN CMD • Deputy Director, FMC • ASCC G8 XO/Deputy & Budget/CONOPS Director • ABO XO, PPBC XO, Deputy Chief Current Ops	• Corps G8 • 3-Star CMD G8 • Director, FMC • ASCC/ACOM G8 • Brigade CMD
	Broadening Experience				
	• BN/BDE Staff	• G8 Budget/Program Analyst • Service School Instructor • BN/BDE/DIV/Corps/ASCC Staff • Tng/Cmbt Dev Officer • FM Company XO	• Service School Instructor • Tng/Cbt Dev Officer • FMC/Corps/ASCC/ACOM/DA /Joint Staff • ASCC/ACOM Budget Analyst	• Brigade XO (01A) • ACOM/OSD/DA/Joint Staff • Program Budget Officer • FMC Disbursing Officer • Deputy Corps G8 *	• ACOM/OSD/DA/Joint Staff • Deputy Commander, SSI • Director, Capabilities Dev & Integration Directorate, SSI • NGB/OCAR Comptroller/G8

Self Development : Certification; Physical Fitness; Cultural Awareness Training;

Figure 37-2. Reserve Component Financial Management Officer Lifecycle Development and Utilization Model

Years 0 - - - - - - ¦ - - - - - - 5 - - - - - - ¦ - - - - - - 10 - - - - - - ¦ - - - - - - -15 - - - - ¦ - - - - - - - 20 - - - - - ¦ - - - - 25

Rank	Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
Professional Military Education	BOLC	CCC FMTC	Intermediate Level Education	Advanced Operations and Warfighting Course	Senior Service College
Additional Training	• Fiscal Law • Accounts Payable Admin Course dL • CERP dL • Disbursing Operations Course dL • PPBES (dL or Res) • Resource Management Budget Course dL • PCAM	• Resource Management Tactical Course dL • Deployed Operations Resource Management Course • Financial Management 101 • Army Comptroller Course • ICAM • GFEBS Cost Management • Defense Comptrollership Program • Training With Industry	• Army Comptroller Course • Defense Comptrollership Program • Training With Industry • Executive Comptroller Course • GFEBS Financials • Army Congressional Fellowship • Defense Financial Management Course • Reserve Component National Security Course • Defense Decision Support Course	• Defense Decision Support Course • Cost Management Certificate Course • Senior Resource Managers Course • Chief Financial Officer Academy • Executive Comptroller Course • Defense Financial Management Course • Defense Strategy Course	• Senior Resource Managers Course • Chief Financial Officer Academy • Cost Management Certificate Course • Defense Decision Support Course • Defense Strategy Course • Senior Managers Course in National Security
Developmental and Utilization Assignments	**Key Developmental Assignments**				
	• Disbursing Officer	• FMS Detachment Commander • Company CDR (01A) • FMS Unit XO • Disbursing Officer	• FMS Unit Commander • Battalion XO (01A) • Deputy Division G8 • SBDE FM SPO • Separate BDE/ESC G8 • Budget Officer • Plans & Ops Officer	• 2-Star Cmd G8 / Comptroller • ASCC G8 XO/Deputy & Budget CONOPS • ABO XO, PPBC XO, Deputy Chief Current Ops • Deputy ACOFS G8 • Battalion Commander (01A) • Deputy Director, FMS Center	• Corps G8 • 3-Star Command G8 / Comptroller • Director, FMS Center • ASCC/ACOM G8 • ACOFS G8 • Senior Budget Analyst • Brigade Commander (01A)
	Broadening Experience				
	• Certification, Physical Fitness, Cultural Awareness Training, Language Proficiency Training, Graduate Degree, Post Graduate Degree				

• Draft Sep 201

USAR FM (AGR) O4 / O5 Positions

LOCATION	# Pos by Loc	% of Pos by Loc
NCR (FT BELVOIR/DC)	7	13%
FT BRAGG	6	11%
GA	5	9%
FT SHAFTER, HI	5	9%
LA	5	9%
FT KNOX	4	8%
CA	4	8%
IL	3	6%
MD	3	6%
WI	2	4%
TX	2	4%
STUTTGART, GE	1	2%
FT DIX	1	2%
BIRMINGHAM, AL	1	2%
VICKSBURG, MS	1	2%
PINELLAS PARK, FL	1	2%
FT JACKSON	1	2%
SALT LAKE CITY	1	2%
Grand Total	**53**	**100%**

O5 POSITION LOCATIONS

LOCATION	# Pos by Loc	% of PARA
NCR (FT BELVOIR/DC)	26	59%
FT BRAGG	10	23%
FT KNOX	2	5%
FL	2	5%
PETERSON AFB	1	2%
MORROW, GA	1	2%
FT SHAFTER, HI	1	2%
FT JACKSON	1	2%
Grand Total	**44**	**100.00%**